IN THE CLAIMS:

Claims 1-22. (Canceled)

Claim 23. (Currently amended)  A method ~~using~~ <u>executed in</u> a computer to form a fostering plan for an individual in an organization, the method comprising:

(a) receiving information regarding a business target and a business content <u>through an interface of the computer,</u>
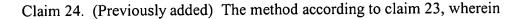
<u>referring to</u> ~~using~~

a first conversion table<u>, stored into a memory device of the computer,</u> ~~to~~ <u>for</u> convert<u>ing</u> the information regarding the business target into a business amount per a predetermined time period, ~~using~~ <u>and</u>

a second conversion table<u>, stored into the memory device,</u> defining a capability type[[,]] and a capability amount necessary to execute a business pattern comprising the business content and the business amount per the predetermined time period,

specifying the business pattern, and

converting the specified business pattern into a set of necessary capability amounts for respective capability types;

(b) receiving information regarding a capability of respective individuals in the organization <u>through the interface,</u> and

generating capability information comprising the capability type and the capability amount;

(c) comparing the capability amount in the generated capability information with a first predetermined criterion for the respective capability types, and

retrieving, as a strong value, the capability for the capability amount that

exceeds the first predetermined criterion for the respective capability types;

(d) accumulating the capability amount in the generated capability information for

respective capability types,

comparing the accumulated capability amount with the necessary capability

amount for the respective capability types, and

retrieving, as a weak value in the organization, the capability for the

accumulated capability amount that falls below the necessary capability

amount for the respective capability types;

(e) forming a fostering plan of a specific individual having the retrieved weak value

in the organization as the strong value, wherein the fostering plan being

associated the specific individual with the type of the weak capability; and

(f) outputting the formed fostering plan in a predetermined output form <u>with an</u>

<u>output device of the computer.</u>

Claim 24. (Previously added) The method according to claim 23, wherein

the step (a) further comprises specifying a present business pattern and a future

business pattern;

the step (b) further comprises generating present capability information and future

capability information;

the step (c) further comprises

retrieving, as a first strong value, the first capability for the present

capability amount that exceeds the first predetermined criterion, and

calculating progress of the capability amount by comparing the present

capability information with the future capability information, and

retrieving, as a second strong value, the second capability for the progress

that exceeds a second predetermined criterion;

the step (d) further comprises retrieving a present capability and a future capability

as a present weak value and a future weak value; and

the step (e) further comprises forming the fostering plan including a target value

based on the progress of the capability amount for the individual having the

present weak value or the future weak value in the organization as the first

strong value or the second strong value.

Claim 25.  (Currently amended)  A method ~~using~~ <u>executed in</u> a computer to select an

individual to be supplemented for an organization, the method comprising:

(a) receiving information regarding a business target and a business content

<u>through an interface of the computer,</u>

<u>referring to</u> ~~using~~

a first conversion table<u>, stored into a memory device of the computer,</u> for

converting the information regarding the business target into a business

amount per a predetermined time period, ~~using~~ <u>and</u>

a second conversion table<u>, stored into the memory device of the computer,</u>

defining a capability type[[,]] and a capability amount necessary for

executing a business pattern comprising the business content and the

business amount per the predetermined time period,

specifying the business pattern, and

converting the specified business pattern into a set of necessary capability amounts for respective capability types;

(b) receiving information regarding a capability of respective individuals in the organization <u>through the interface</u>, and

generating capability information comprising the capability type and the capability amount;

(c) accumulating the capability amount in the formed capability information for respective capability types,

comparing the accumulated capability amount with the necessary capability amount for the respective capability types, and

retrieving, as a weak value in the organization, the capability for the accumulated capability amount that falls below the necessary capability amount for the respective capability types;

(d) retrieving, using a database storing a plurality of records regarding a capability type and a capability amount of an individual to be supplemented into the organization, at least one of the records regarding the individual having the capability amount corresponding to the retrieved weak value; ~~and~~

(e) <u>comparing the capability amount in the generated capability information with a predetermined criterion, and</u>

<u>retrieving, as a strong value, the capability for the capability amount that exceeds the predetermined criterion;</u>

forming a fostering plan of a specific individual having the weak value in the

organization as the strong value; and

([[e]]f) outputting the ~~retrieved result~~ fostering plan in a predetermined output form

with an output device of the computer.

Claim 26. (Cancelled)

Claim 27. (Previously added) The method according to claim 25, wherein

the step (a) further comprises specifying a present business pattern and a future

business pattern;

the step (b) further comprises generating present capability information and future

capability information;

the step (c) further comprises retrieving, as a present weak value and a future weak

value, a present capability and a future capability; and

the step (d) further comprises retrieving records regarding the respective

individuals having the capability amounts respectively corresponding to the

retrieved present weak value and the retrieved future weak value.

Claim 28. (Previously added) The method according to claim 25, wherein

the step (c) further comprises holding the accumulated capability amount as a

previous accumulated capability amount;

the method re-executes the steps (b) and (c) after executing the step (e), and

retrieves the progress of the capability in the organization based on the

re-accumulated capability amount and the previous accumulated capability

amount; and

the method further comprises calculating a yield to be billed for the organization

based on the progress and outputting a debit note based on the yield.

Claim 29. (Previously added) A system to form a fostering plan for an individual in an

organization, the system comprising:

a first conversion table for converting information regarding a business target into a

business amount per a predetermined time period;

a second conversion table defining a capability type and a capability amount

necessary for executing a business pattern comprising a business content

and the business amount per the predetermined time period;

converting means for

receiving information regarding the business target and the business content,

using the first and the second conversion table, specifying the business pattern,

and

converting the specified business pattern into a set of necessary capability

amounts for respective capability types;

generating means for

receiving information regarding a capability of respective individuals in the

organization, and

generating capability information comprising the capability type and the

capability amount;

comparing means for comparing the capability amount in the generated capability information with a first predetermined criterion for the respective capability types;

first retrieving means for retrieving, as a strong value, the capability for the capability amount that exceeds the first predetermined criterion for the respective capability types;

second retrieving means for

accumulating the capability amount in the generated capability information for respective capability types,

comparing the accumulated capability amount with the necessary capability amount for the respective capability types, and

retrieving, as a weak value in the organization, the capability for the accumulated capability amount that falls below the necessary capability amount for the respective capability types;

forming means for forming a fostering plan of a specific individual having the retrieved weak value in the organization as the strong value,

wherein the fostering plan being associated the specific individual with the type of the weak capability; and

outputting means for outputting the formed fostering plan in a predetermined output form.

Claim 30. (Previously added) The system according to claim 29, wherein

the converting means specifies a present business pattern and a future business

pattern;

the generating means generates present capability information and future capability

information;

the first retrieving means

retrieves, as the first strong value, the first capability for the present

capability amount that exceeds the first predetermined criterion, and

calculating progress of the capability amount by comparing the

present capability information with the future capability

information, and

retrieves, as a second strong value, the second capability for the progress

that exceeds a second predetermined criterion;

the second retrieving means retrieves a present capability and a future capability as

a present weak value and a future weak value; and

the forming means forms the fostering plan including a target value based on the

progress of the capability amount for the individual having the present weak

value or the future weak value in the organization as the first strong value or

the second strong value.

Claim 31. (Currently amended) A system to select an individual to be supplemented for an

organization, the system comprising:

a first conversion table for converting information regarding a business target into a

business amount per a predetermined time period;

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a second conversion table defining a capability type and a capability amount

necessary for executing a business pattern comprising a business content

and the business amount per the predetermined time period;

a database storing a plurality of records regarding a capability type and a capability

amount of an individual to be supplemented into an organization;

converting means for

receiving information regarding the business target and the business

content,

specifying the business pattern, and

converting the specified business pattern into a set of necessary capability

amounts for the respective capability types;

generating means for

receiving information regarding a capability of respective individuals in the

organization, and

generating capability information comprising the capability type and the

capability amount;

weak capability retrieving means for

accumulating the capability amount in the formed capability information

for respective capability types,

comparing the accumulated capability amount with the necessary capability

amount for the respective capability types, and

retrieving, as a weak value in the organization, the capability for the

accumulated capability amount that falls below the necessary

capability amount for the respective capability types;

record retrieving means for retrieving, using the database, at least one of the records

regarding the individual having the capability amount corresponding to the

retrieved weak value; ~~and~~

strong capability retrieving means for

comparing the capability amount in the generated capability information

with a predetermined criterion, and

retrieving, as a strong value, the capability for the capability amount that

exceeds the predetermined criterion;

forming means for forming a fostering plan of a specific individual having the weak

value in the organization as the strong value; and

outputting means for outputting the ~~retrieved result~~ fostering plan in a

predetermined output form.

Claim 32. (Cancelled)

Claim 33. (Previously added) The system according to claim 31, wherein

the converting means specifies a present business pattern and a future business

pattern;

the generating means generates present capability information and future capability

information;

the weak capability retrieving means retrieves, as a present weak value and a future

weak value, a present capability and a future capability; and

the record retrieving means retrieves records regarding the respective individuals

having the capability amounts respectively corresponding to the retrieved

present weak value and the retrieved future weak value.

Claim 34. (Previously added)  The system according to claim 31,

wherein the accumulating means

holds the accumulated capability amount as a previous accumulated

capability amount, and

re-accumulates a new capability amount after outputting the result; and

the system further comprises:

retrieving means for retrieving the progress of the capability in the

organization based on the re-accumulated capability amount and the

previous accumulated capability amount; and

calculating means for calculating a yield to be billed for the organization

based on the progress and outputting a debit note based on the yield.

Claim 35.  (Currently amended)  A computer readable medium storing instructions for

controlling a computer, the instructions for causing the computer to perform steps

comprising:

(a) receiving information regarding a business target and a business content

through an interface of the computer,

referring to ~~using~~

a first conversion table, stored into a memory device of the computer, for converting the information regarding the business target into a business amount per a predetermined time period, and ~~using~~

a second conversion table, stored into the memory device, defining a capability type and a capability amount necessary for executing a business pattern comprising the business content and the business amount per the predetermined time period,

specifying the business pattern, and

converting the specified business pattern into a set of necessary capability amounts for respective capability types;

(b) receiving information regarding a capability of respective individuals in the organization through the interface, ~~and~~

generating capability information comprising the capability type and the capability amount;

(c) comparing the capability amount in the generated capability information with a first predetermined criterion for the respective capability types, and

retrieving, as a strong value, the capability for the capability amount that exceeds the first predetermined criterion for the respective capability types;

(d) accumulating the capability amount in the generated capability information for respective capability types,

comparing the accumulated capability amount with the necessary capability amount for the respective capability types, and

retrieving, as a weak value in the organization, the capability for the accumulated capability amount that falls below the necessary capability amount for the respective capability types;

(e) forming a fostering plan of a specific individual having the retrieved weak value in the organization as the strong value, wherein the fostering plan being associated the specific individual with the type of the weak capability; and

(f) outputting the formed fostering plan in a predetermined output form <u>with an output device of the computer</u>.

Claim 36. (Currently amended) A computer readable medium storing instructions for controlling a computer, the instructions for causing the computer to perform steps comprising:

(a) receiving information regarding a business target and a business content <u>through an interface of the computer,</u>

<u>referring to</u> ~~using~~

a first conversion table<u>, stored into a memory device of the computer,</u> for converting the information regarding the business target into a business amount per a predetermined time period, <u>and</u> ~~using~~

a second conversion table<u>, stored into the memory,</u> defining a capability type and a capability amount necessary for executing a business pattern comprising the business content and the business amount per the predetermined time period,

specifying the business pattern, and

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converting the specified business pattern into a set of necessary capability amounts for respective capability types;

(b) receiving information regarding a capability of respective individuals in the organization, and

generating capability information comprising the capability type and the capability amount;

(c) accumulating the capability amount in the generated capability information for respective capability types,

comparing the accumulated capability amount with the necessary capability amount for the respective capability types, and

retrieving, as a weak value in the organization, the capability for the accumulated capability amount that falls below the necessary capability amount for the respective capability types;

(d) retrieving, using a database storing a plurality of records regarding a capability type and a capability amount of an individual to be supplemented into the organization, at least one of the records regarding the individual having the capability amount corresponding to the retrieved weak value; and

(e) outputting the retrieved result in a predetermined output form with an output device of the computer.